



*i DMB special issue...*

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# Early Retirement

## A letter from the director



**Duane Berger**, director,  
Department of  
Management and  
Budget.

Dear Employees,

In just a few weeks, we will begin to say goodbye to some of Department of Management and Budget's most tenured employees. We wish them much success as they start a new phase in their lives. We also thank them for the many contributions they have made to department and to State Government. During their years of excellence service we have learned much from them and for that we will be forever grateful.

As they leave and we move into the future DMB will certainly look and feel different. This new look will

be created with the tremendous amount of outstanding talent and experience that will continue with the department.

DMB will embrace the need for innovation as we bridge the gaps left by these long-time friends and mentors. Our customers will find that while these retirees are gone, their legacy of enhancing service and growing value has taken root in the employees who now advance the vision: Excellence in Service, Partners in Progress.

Thank you to an outstanding bunch of people – GOOD LUCK !!

Duane E. Berger, director,  
Department of Management and Budget

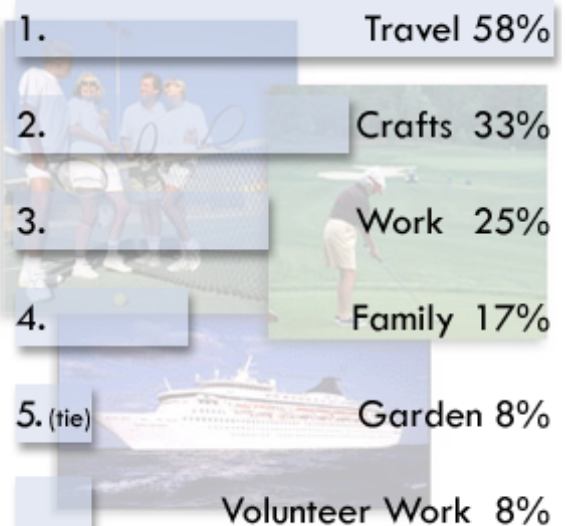
## Retirement Celebrations

Four sessions have been planned for retirees and their relatives to celebrate. All sessions will be held in Room A of the General Office Building, located at the State Secondary Complex. The dates of these sessions are June 27 and October 22. Invitations to the June 27 session will be sent out soon; invitations to the October session will be sent out at a later date.

The themes will be holding their own retirement celebrations. All Department of Management and Budget employees will be invited to attend the individual servers area parties. Information about the theme parties will be announced by the themes.

## RETIREES AT A GLANCE

Top five ways DMB retirees plan to spend their time\*



\*Result of survey of 12 DMB retirees

# Early retirement facts

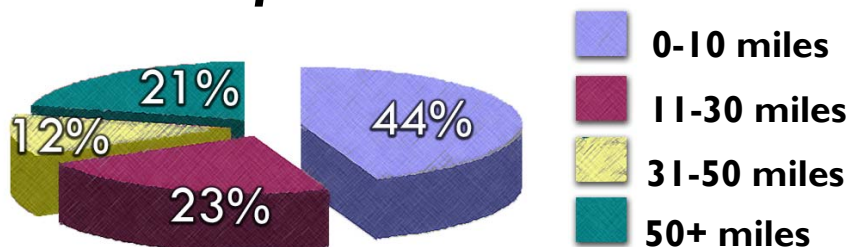
- Approximately 8,320\* people statewide will take advantage of early retirement.
- 231 DMB employees will be taking advantage of the early out program, this number includes State Budget Office, Office of State Employer and Department of Information Technology employees.
- The number of retirees participating in the 2002 early retirement is 62% greater than the number that took the 1997 early retirement.
- Eight times the number of employees who normally retire during a whole year will retire in the next five months
- Statewide 30% of retirees will retire in July, and another 50% in November.
- Retirement Services fielded 139,047 calls over the past four months.
- The 106 retirement seminars had an attendance of over 9,600 employees.

\*Final numbers will not be known until extension requests are given.

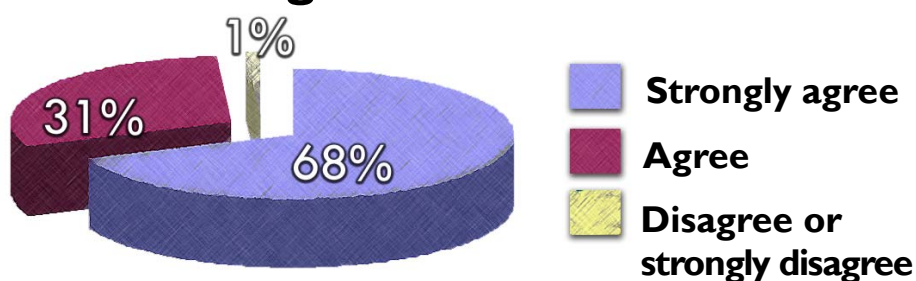
## Retirement customer survey

Retirement Services conducted several early retirement seminars after the announcement of the early out program. Over 9,600 people attended the seminars. Retirement Services distributed surveys and 4,929 employees responded. Here are the results of that survey:

### *Number of miles driven to attend*



### *The material was presented in a clear and logical manner*



## Retirement teamwork

The early retirement process has clearly been a team effort. Every theme has played a part in the process.

- Acquisition Services helped obtain temporary employees.
- Financial Services helped with access to MIDB.
- Infrastructure Services cooled Retirement's offices when it got too hot.
- Tenant and Land Services made alterations to office space to accommodate additional temporary employees.
- Organizational Services provided Human Resources support.
- Agency Services provided help with a large mailing.
- The Director's Office helped ensure internal control, handled public relations, facilitate legislation, coordinated the loaning of printers advocating our plan, and obtained approval from the State Budget Office and the legislature for our appropriation.